

**UNITED STATES COURT OF APPEALS  
FOR THE EIGHTH CIRCUIT**

**No: 06-1706**

**In re: Union Pacific Railroad Employment Practices Litigation,**

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**Brandi Standridge, on behalf of herself and all others similarly situated and Kenya  
Phillips, on behalf of herself and all others similarly situated,**

**Appellees**

**and**

**Jackie Fitzgerald, an Oregon resident, on behalf of herself and all others similarly situated  
and Samantha Brand, a Washington resident, on behalf of herself and all others similarly  
situated,**

**v.**

**Union Pacific Railroad Company,**

**Appellant**

**and**

**The Board of Trustees of Union Pacific Employees Health Service,**

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**American College of Obstetricians and Gynecologists and U.S. Women's Chamber of  
Commerce,**

**Amici on Behalf of Appellee**

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**Equal Employment Advisory Council and Chamber of Commerce of the United States,**

**Amici on behalf of Appellant**

**Olympia J. Snowe, et al.,**

**Amici on Behalf of Appellee**

**JUDGMENT**

This appeal from the United States District Court was submitted on the record of the district court, briefs of the parties and was argued by counsel.

After consideration, it is hereby ordered and adjudged that the judgment of the district court in this cause is reversed and the cause is remanded to the district court for proceedings consistent with the opinion of this court.

March 15, 2007

Order Entered in Accordance with Opinion:  
Clerk, U.S. Court of Appeals, Eighth Circuit.

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/s/ Michael E. Gans